



When was the last time you assessed your relationship with your broker?

Insurance programs are complex...with many funding, compliance and communications challenges. The right partner makes managing these programs easier. The wrong partner costs you time and money.

How would you answer these questions?

- ▶ Have you set clear expectations, deliverables and outcomes...and what is the penalty if your broker or consultant does not deliver on its promises?
- ▶ Does your broker or consultant provide data and analysis to help you make meaningful decisions more effectively and efficiently...or is it haphazard, inconsistent or unclear?
- ▶ Does your broker or consultant support your goals to attract, retain, and motivate your employees...or do they provide you with a myriad of confusing and duplicative documents, forms and processes that do not convey a meaningful message to candidates and employees?
- ▶ Do you know how much your broker or consultant makes on your business, including commissions, overrides and on programs that do not have to be disclosed on financial reports?

If you haven't reviewed your relationship with your insurance broker for your employee benefits, retirement, workers' compensation or property and casualty insurance programs, now is the time to have **Organizational Architecture** help you reevaluate your relationship, set expectations or help you locate a new service provider.

Our experts can help you

- **Set expectations** beyond a broker of record letter
- **Pre-qualify** advisors based on your needs, size and objectives
- Develop a **request-for-proposal** and **assessment tools** to select the best advisor for you
- Develop measurable **performance standards** and help manage your service provider relationships going forward

Contact the professionals at Organizational Architecture at

330.554.7144 or oa@oahumanresources.com